EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT

Defense Information Systems Agency (DISA) Complaint Activity

Data as of January 1, 2004 – March 31, 2004

Complaint Activity	End of 2 nd Qtr			arativ Fiscal)ata
	FY 2004	2003	2002	2001	2000	1999
Number of Complaints Filed	11	15	9	18	22	13
Number of Complainants	11	15	8	15	20	12
Number of Repeat Filers	0	0	1	3	2	1

Complaints by Basis	End of 2 nd Qtr	Comparative Data Previous Fiscal Year Data							
	FY 2004	2003	2002	2001	2000	1999			
Race	3	13	5	10	22	5			
Color	2	2	1	0	0	2			
Religion	0	1	0	3	0	0			
National Origin	3	0	0	10	2	0			
Sex	4	7	5	9	9	14			
Disability	1	3	0	1	1	11			
Age	2	9	3	4	5	2			
Reprisal	7	2	2	9	9	4			

Complaints by Issue	End of 2nd Qtr	D _r		arativ Fiscal		lafa
	FY 2004		2002		2000	
Appointment/Hire	1	0	0	3	1	1
Assignment of Duties	0	1	1	3	2	1
Awards	0	0	0	0	0	0
Disciplinary Action				•		,
Demotion	0	0	0	0	0	0
Reprimand	0	1	1	1	1	0
Suspension	0	1	1	0	1	2
Removal	0	0	0	1	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	1	0	0
Evaluation Appraisal	0	0	0	1	0	0
Examination/Test	0	0	0	0	0	0
Harassment			•		L.,	
Non-Sexual	4	5	1	2	5	1
Sexual	0	0	0	0	1	1
Medical Examination	0	0	0	0	0	0
Pay (including overtime)	0	0	0	0	0	0
Promotion/Non-Selection	3	5	0	3	5	8
Reassignment						
Denied	0	3	0	0	2	0
Directed	0	2	0	1	1	0
Reasonable Accommodation	1	1	0	0	0	4
Reinstatement	0	0	0	0	0	0
Retirement	1	1	0	0	0	0
Termination	0	5	1	0	1	4
Terms/Condition of Employment	0	1	0	3	1	0
Time and Attendance	0	0	0	1	1	1
Training	0	0	0	1	0	2
Other	1	0	2	1	7	1

Processing Time	End of 2 nd Qtr- FY20					
Average length of time it takes to complete	Number	Average				
each step of the process for all pending		Days				
complaints:	Company of the Compan					
In Investigative Stage	3	324				
In Final Agency Action Stage	1	122				
In which a Hearing was not requested	1	357				
Time in Investigation Stage	1	357				
Time to issue Final Agency Action	0	0				
In which a Hearing was requested	0	0				
Time in Investigation Stage	0	0				
Time to issue Final Agency Action	0	0				

Dismissals	End of 2 nd Otr	Comparative Data Previous Fiscal Year Data							
	FY 2004			2001		1999			
Total Complaints Dismissed	1	3	3	4	2	1			
Average days pending prior to dismissal	59	78	205	176	62	153			

Findings of	End 2 nd	l of Qtr		P		Comp ious I					ta	
Discrimination – Total Final Agency Actions	FY 2004		2003 2003		02	2001		2000		1999		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings												
Without Hearing	0		0		1	100	0		0		0	
With Hearing												

Findings of		l of Qtr		P		lomp ious I					ta	
Discrimination – By Basis	FY 200		20	03	20	02	20	01	20	00	19	99
	#	%	#	%	#	%	#	%	#	%	#	9/
Total Number of Findings										-		
Without Hearing	0		0		1	100	0		0		0	
With Hearing	0		0		0	0	0		0		0	
Race	0		0		0	0	0		0		0	
Color	0		0		0	0	0		0		0	
Religion	0		0		0	0	0		0		0	
National Origin	0		0		0	0	0		0		0	
Sex	0		0		0	0	0		0		0	
Disability	0		0		1	100	0		0	,	0	
Age	0		0		0	0	0		0		0	
Reprisal	0		0		0	0	0		0		0	

Findings of Discrimination –	End 2 nd			P		omp: ous F					fa	
By Issue	FY 2004		20	03	20		20		20		19	99
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings		,,,	, ··	, •				, ,		, ,		, 0
Without Hearing	0		0		1	100	0		0		0	
With Hearing	0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Disciplinary Action		1	1				L			LI		
Demotion	0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0	
Suspension	0		0		0		0		0		0	
Removal	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Duty Hours	0		0		0		0		0		0	
Evaluation Appraisal	0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0	
Harassment						L				L1		
Non-Sexual	0		0		0		0		0		0	
Sexual	0		0		0		0		0		0	
Medical Examination	0		0		0		0		0		0	
Pay (including overtime)	0		0		0		0		0		0	
Promotion/Non-Selection	0		0		0		0		0		0	
Reassignment								1		<u> </u>		
Denied	0		0	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0		0		0		0	
Directed	0		0		0		0		0		0	
Reasonable Accommodation	0		0		1	100	0		0		0	
Reinstatement	0		0		0		0		0		0	
Retirement	0		0		0		0		0		0	
Termination	0		0		0		0		0		0	
Terms/Condition of Employment	0		0		0		0		0		0	
Time and Attendance	0		0	,	0		0		0		0	
Training	0		0		0		0		0		0	
Other	0		0		0		0		0		0	

Complaints Pending From	End of 2 nd Qtr			arativ Fiscal		ata
Previous Fiscal Year by Status	FY 2004	2003	2002	2001	2000	1999
Total Complaints from	18	13	22	31	22	36
previous Fiscal Years						
Total Complainants	18	14	21	31	20	33
Number of Pending	·					
Complaints						
Investigation	11	13	4	3	12	5
IF issued, pending						
Complainant's action	3					
Hearing	2	2	8	10	9	10
Final Agency Action	4	1	8	2	1	2
Appeal w/EEOC, OFO	2	1	2	0	0	0

Complaint Investigations	End of 2 nd Qtr		vious	parative Data Fiscal Year Data					
20 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	FY 2004	2003	2002	2001	2000	1999			
Number Pending Completion	11	13	4	3	12	5			
of Investigation									
Pending Investigations Over	4	4	*	*	*	*			
Required Time Frames									
*Unable to capture required	data				<u>'</u>				